

TUI BLUE KALAMOTA ISLAND

Sustainability Report

Prepared by: Kresimir Sabo, Head of Technical Department Deputy,

November 2025.

Introduction

This report provides a comprehensive summary of our sustainability results for the period from October 2023 till September 2025. It includes comparisons of our environmental performance over previous years and details the progress we have made toward achieving the sustainability objectives and actions set at the beginning of the year. Furthermore, the report offers recommendations for actions to prioritize in the coming year, based on the findings from our annual sustainability assessment and our evaluation of environmental performance.

Additional Attachments: EPIT report

Environmental Performance

Energy

The recent report reveals that our energy consumption (measured in kWh) experienced an average decrease of 11.75% in 2025.

A cornerstone of our efforts to optimize energy consumption has been our commitment to environmental training and continuous education for our staff. By fostering a culture of sustainability and raising awareness about energy efficiency practices, we are empowering our team members to take an active role in reducing our energy footprint. Regular reminders and training sessions have been vital in promoting responsible energy use across all departments.

In pursuit of our ambitious goal to reduce greenhouse gas emissions by 20% by 2030, we are dedicated to advancing our sustainability program through a series of targeted initiatives. Key objectives include:

Commissioning the Installed Photovoltaic Power Plant: We aim to fully activate and leverage our photovoltaic power plant, harnessing solar energy to offset a significant portion of our electricity needs and reduce our dependence on non-renewable energy sources.

Expanding Vegetarian and Vegan Options: As part of our commitment to sustainable practices, we will broaden our menu offerings to include more vegetarian and vegan dishes. Our target for 2026 is to achieve an extra 5% reduction in red meat procurement, aligning our food services with our sustainability goals and catering to the growing demand for plant-based options among our guests.

By implementing these initiatives, we are not only working towards reducing our greenhouse gas emissions but also enhancing our overall sustainability performance. We believe that every step we take brings us closer to our environmental goals and strengthens our position as a responsible leader in the hospitality industry.

Energy consumption	Total kWh	Average kWh per guest night	Total kg CO ₂ e	Average kg CO ₂ e per guest night
Oct 2023/ Sep 2024	952,174.00 kWh	21.02 kWh	105,194,686.75 kg CO ₂ e	2,322.43 kg CO ₂ e
Oct 2024/ Sep 2025	840,236.48 kWh	18.93 kWh	84,353,826.93 kg CO ₂ e	1,900.12 kg CO ₂ e

Figure 1. Electricity consumption for the years 2023, 2024, and 2025.

We are pleased to report that during the observed period, we achieved a 19.8% reduction in CO₂ emissions.

Given that we are approaching the achievement of our target, we remain firmly focused on our long-term emission reduction objectives. Should we surpass the 20% reduction goal ahead of 2030, we do not intend to slow down the implementation of our measures; instead, we will revise and strengthen our long-term CO₂ reduction targets to ensure continued progress beyond the initial milestone.

Water

This year, we achieved notable water savings through several targeted measures. We installed water-saving faucet aerators in all washbasins, significantly reducing unnecessary water flow. In addition, we repaired three pipe ruptures that had occurred in previous seasons and were responsible for considerable water losses. We also conducted training for the correct pool-flushing procedure, ensuring that flushing is now performed only when necessary and strictly in the required amount.

Water consumption	Total m ³	Average m ³ per guest night	Total kg CO ₂ e	Average kg CO ₂ e per guest night
Oct 2023/ Sep 2024	19,583.00 m ³	0.43 m ³	2,917.88 kg CO ₂ e	15.52 kg CO ₂ e
Oct 2024/ Sep 2025	16,728.00 m ³	0.38 m ³	2,492.47 kg CO ₂ e	17.81 kg CO ₂ e

Figure 2. Water consumption for the years 2023, 2024, and 2025.

Waste

Regarding waste management, internal waste-sorting processes were further improved across all departments, resulting in higher sorting accuracy and a reduction in mixed waste streams. In parallel, composting performance improved compared to the previous period, primarily due to more standardised procedures and increased operational experience of the team, leading to more consistent and effective use of the composter.

Solid waste disposal	Total kg	Average kg per guest night	Total kg CO ₂ e	Average kg CO ₂ e per guest night
Oct 2023/ Sep 2024	214,344 kg	4.73 kg	130,502.92 kg CO ₂ e	2.88 kg CO ₂ e
Oct 2024/ Sep 2025	164,415 kg	3.70 kg	94,045.98 kg CO ₂ e	2.12 kg CO ₂ e

Total emissions	Total kg CO ₂ e	Average kg CO ₂ e per guest night
Oct 2023/ Sep 2024	105,194,686.75 kg CO ₂ e	2,322.43 kg CO ₂ e
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Biodiversity

Goal – reduce single-use plastic by 15% by September 2025.

Our goal to reduce single-use plastics in hotel operations by 15% by the end of the TUI year proved to be overly conservative, as we achieved a 46% reduction during the reporting period through a variety of targeted actions. We replaced in-room laundry bags, introduced water dispensers, shifted to larger-volume water bottles, adjusted the policy on single-use slippers, and encouraged guests to minimise plastic consumption through clear in-hotel messaging and signage.

By the end of the season 2026. our goal is to reduce the usage of the single-use plastic items by extra 20%, Our objective for the next season is to eliminate single-use plastic water bottles entirely. To support this transition, we will install 8 additional water dispensers and provide durable, reusable metal bottles to both guests and staff.

Throughout the preparation and during the season, we planted a variety of herbs in accordance with our planting guidelines. This not only enhances biodiversity on the island but also creates a more pleasant environment for both our guests and staff.

Recommended Improvements

In the upcoming season, we plan to take a further significant step by completely eliminating single-use plastic water bottles, installing an additional eight water dispensers, and introducing durable, reusable metal bottles. We also intend to conduct a deeper analysis to identify further opportunities for replacing single-use plastics across other areas of hotel operations. Additionally, we will expand our efforts to plant native Mediterranean species to help preserve and enhance the island’s biodiversity.

Local community engagement

Hotel TUI BLUE Kalamota Island, located on the island of Koločep, places strong emphasis on cooperation with the local community and actively contributes to the island’s social, cultural, and environmental development. Our commitment is reflected through continuous communication, shared initiatives, and long-term support for local residents and institutions. Key areas of engagement include:

- **Monthly community meetings:** The hotel holds regular monthly meetings with representatives of the local community to address current needs, challenges, and priorities, ensuring transparent communication and effective long-term collaboration.
- **Participation in local initiatives:**

- **Charity football tournament (12 August 2025):** The hotel supported and participated in the organisation of the event, with all proceeds donated to humanitarian causes.
- **Beach clean-up actions (1 June and 19 September 2025):** Joint environmental efforts with residents and guests helped preserve the natural beauty of the island.
- **Catering for the Feast of the Assumption (15 August 2025):** The hotel provided catering services to local worshippers for one of the island's most important religious celebrations.
- **Compost sharing:** The hotel regularly supplies locally produced compost to island households, supporting sustainable agriculture and environmental awareness.
- **Maintenance of public areas:** Together with residents, the hotel participates in cleaning, repairing, and maintaining streets, beaches, and other public spaces across the island.
- **Support for local institutions and associations:**
 - **Local church:** A donation of **€1,500** was provided for new church doors, contributing to the preservation of cultural and religious heritage.
 - **Volunteer Fire Department Koločep:** The hotel supports firefighters through equipment donations and volunteer assistance.
 - **"Deša" Association, Dubrovnik:** Through this partnership, the hotel helps promote educational, cultural, and humanitarian initiatives focused on tradition, women's empowerment, sustainability, and cultural heritage.
- **Support for the local economy:**
 - The hotel rents **87 beds from 16 local families**, providing stable income and contributing directly to the island's economic development.
 - Partnerships with local producers and service providers—such as **OPG Matijević** (organic products) and **"Galeb" Boat Tours**—promote local entrepreneurship and allow guests to experience the island authentically.
- **Assistance to elderly residents:** The hotel's maintenance team, gardeners, and warehouse staff regularly assist elderly community members with household repairs, transportation of items, and small maintenance tasks, improving their overall quality of life.

Human Rights Protection at TUI BLUE Kalamota Island

At TUI BLUE Kalamota Island, we uphold equality, integrity, and respect for diversity as core principles of our workplace culture. In line with the TUI Group's commitment to human rights, we ensure that every employee, regardless of nationality, religion, gender, age, sexual orientation, race, political views, or disability, works in an environment where they feel valued, safe, and respected.

Throughout 2025, we continued to strengthen our human rights approach through the following key actions:

- Diversity, Equity & Inclusion (DE&I) Live Stream Event – Building on previous years, our employees participated in the annual DE&I session, reinforcing awareness of inclusive behaviours and equal opportunities.
- TUI Big Picture Presentation – Presented as part of onboarding for all new employees, highlighting our responsibility to foster a respectful and inclusive workplace.
- Complaint Procedure Training – Employees were reminded of their right to report harassment, discrimination, or misconduct, and were trained on the formal process for doing so confidentially and safely.
- Human Rights and Child Rights Training – Ongoing training ensures staff understand their role in protecting human rights, safeguarding children, and recognising early signs of risk.

- TUI Integrity Passport – All employees received updated guidance on ethical conduct, aligned with TUI’s global standards of integrity and responsible behaviour.
- Guest Awareness and Reporting Channels – We continue to encourage guests to report any concerns related to child exploitation or abuse directly to local authorities. Clear guidance is available through our guest communication channels, including the TUI app.

By continuously investing in training, awareness, and clear reporting mechanisms, we ensure that at TUI BLUE Kalamota Island remain safe, inclusive, and supportive workplaces where human rights are actively protected every day.

Progress in Achieving Goals:

Goal: Reduce our greenhouse gas emissions from energy, water, and waste by 20% before 2030. Status: As previously detailed, a major renovation of the hotel has been carried out to reduce energy, water, and waste consumption. We will continue with these changes to achieve our goal by 2030.

Goal: Reduce our red meat purchases by 8% by the end of 2025. Status: We successfully achieved, and exceeded, our goal for reducing red meat consumption this season. Through smart adjustments to our menus and by offering guests appealing alternative dishes, we reduced the purchase of red meat by over 27%, while consumption per guest night decreased by nearly 26%. We consider this a strong result and an important step toward more sustainable food practices. Building on this success, our goal for the upcoming period is to reduce red meat consumption by an additional 5%. To support this target, we will further expand vegetarian, vegan, and low-emission menu options, enhance guest communication around sustainable food choices, and continue working closely with our culinary team to design attractive, climate-friendly alternatives.

Goal: Reduce water consumption by 8% by the end of 2025.

Status: As demonstrated in the data above, we achieved a substantial 14.6% reduction in total water consumption during the 2024/25 period, which corresponds to nearly 12% less water used per guest night. This result significantly exceeds our initial goal and reflects the positive impact of technical upgrades, staff engagement, and guest awareness initiatives.

Other Recommendations

In 2026, the hotel will further integrate sustainability into daily operations through targeted technical upgrades, operational optimisation, and stronger stakeholder collaboration.

A key priority will be to enhance cooperation with local suppliers, strengthening the supply network while supporting the local community and encouraging more sustainable sourcing practices.

Additional priority actions for 2026 include:

- Optimisation of hotel vessel utilisation to improve fuel efficiency, with a target of 20% reduction in fuel consumption and related CO₂ emissions.
- Implementation of digital preventive maintenance checklists for electrical equipment to ensure consistent energy efficiency.
- Development of a feasibility project for treated wastewater reuse for irrigation of green areas.
- Assessment of an electrolytic pool disinfection system as an alternative to chlorine-based treatment to reduce chemical use and environmental impact.

Together, these measures represent a structured and forward-looking approach to sustainability, building on achieved results while addressing identified improvement areas. Their implementation will support continued reductions in energy use, emissions, water consumption, and chemical inputs, while reinforcing the hotel's commitment to responsible operations, local engagement, and continuous ESG improvement.

TUI BLUE KALAMOTA ISLAND IZVJEŠĆE O ODRŽIVOSTI

Pripremio: Krešimir Sabo, zamjenik voditelja tehničkog odjela

Studeni 2025.

Uvod

Ovo izvješće pruža sveobuhvatan pregled rezultata održivosti za razdoblje od listopada 2023. do rujna 2025. Uključuje usporedbu okolišnih pokazatelja s prethodnim godinama te prikazuje napredak ostvaren u provedbi ciljeva i aktivnosti održivosti definiranih na početku godine. Nadalje, izvješće donosi preporuke za aktivnosti koje je potrebno prioritetno provesti u nadolazećoj godini, temeljene na rezultatima godišnje procjene održivosti i evaluacije okolišnih učinaka.

Dodatni prilozi: EPIT izvješće

Okolišni učinak

Energija

Nedavno izvješće pokazuje da je potrošnja energije (izražena u kWh) u 2025. godini zabilježila prosječno smanjenje od 11,75 %.

Jedan od ključnih elemenata naših napora u optimizaciji potrošnje energije jest kontinuirana edukacija i osposobljavanje zaposlenika u području zaštite okoliša. Razvijanjem kulture održivosti i podizanjem svijesti o praksama energetske učinkovitosti, osnažujemo zaposlenike da aktivno sudjeluju u smanjenju energetske otiske hotela. Redoviti podsjetnici i edukacije pokazali su se ključnima u promicanju odgovorne potrošnje energije u svim odjelima.

U skladu s našim ambicioznim ciljem smanjenja emisija stakleničkih plinova za 20 % do 2030. godine, nastavljamo unapređivati program održivosti kroz niz ciljanih inicijativa. Ključni ciljevi uključuju:

Puštanje u puni rad instalirane fotonaponske elektrane:

Cilj nam je u potpunosti aktivirati i iskoristiti fotonaponsku elektranu, koristeći solarnu energiju za pokrivanje značajnog dijela potreba za električnom energijom i smanjenje ovisnosti o neobnovljivim izvorima energije.

Proširenje vegetarijanske i veganske ponude:

U okviru predanosti održivim praksama, dodatno ćemo proširiti ponudu vegetarijanskih i veganskih jela. Naš cilj za 2026. godinu je ostvariti dodatno smanjenje nabave crvenog mesa od 5 %, čime usklađujemo ugostiteljsku ponudu s ciljevima održivosti i odgovaramo na rastuću potražnju gostiju za jelima biljnog podrijetla.

Provedbom navedenih inicijativa ne samo da smanjujemo emisije stakleničkih plinova, već i unapređujemo ukupnu razinu održivosti poslovanja. Vjerujemo da nas svaki poduzeti korak približava postavljenim okolišnim ciljevima i jača našu poziciju odgovornog lidera u hotelskoj industriji.

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Slika 1. Potrošnja električne energije za godine 2023., 2024. i 2025.

Drago nam je izvijestiti da smo tijekom promatranog razdoblja ostvarili smanjenje emisija CO₂ od 19,8 %.

S obzirom na to da se približavamo ostvarenju zacrtanog cilja, i dalje ostajemo čvrsto usmjereni na dugoročne ciljeve smanjenja emisija. U slučaju da cilj smanjenja od 20 % ostvarimo prije 2030. godine, ne planiramo usporiti s provedbom mjera; naprotiv, revidirat ćemo i dodatno pojačati naše dugoročne ciljeve smanjenja emisija CO₂ kako bismo osigurali kontinuirani napredak i nakon postizanja početne prekretnice.

Voda

Tijekom ove godine ostvarene su značajne uštede vode zahvaljujući nizu ciljanih mjera. U sve umivaonike ugrađeni su perlatorni nastavci za uštedu vode, čime je značajno smanjeno nepotrebno otjecanje. Također su sanirana tri puknuća cijevi iz prethodnih sezona, koja su bila uzrok znatnih gubitaka vode. Provedena je i edukacija o pravilnoj proceduri ispiranja bazena, čime se osiguralo da se ispiranje provodi isključivo kada je nužno i u strogo potrebnoj količini.

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Slika 2. Potrošnja vode za godine 2023., 2024. i 2025.

Otpad

U području gospodarenja otpadom dodatno su unaprijeđeni interni procesi razvrstavanja otpada u svim odjelima, što je rezultiralo većom točnošću razdvajanja i smanjenjem količine miješanog otpada. Istovremeno je poboljšana učinkovitost kompostiranja u odnosu na prethodno razdoblje, ponajprije zahvaljujući standardiziranim procedurama i većem operativnom iskustvu tima, što je dovelo do dosljednije i učinkovitije uporabe kompostera.

Solid waste disposal	Total kg	Average kg per guest night	Total kg CO ₂ e	Average kg CO ₂ e per guest night
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Bioraznolikost

Cilj – smanjenje jednokratne plastike za 15 %

Naš cilj smanjenja uporabe jednokratne plastike u hotelskom poslovanju za 15 % do kraja TUI poslovne godine pokazao se konzervativnim, budući da smo tijekom izvještajnog razdoblja ostvarili smanjenje od čak 46 %, zahvaljujući nizu ciljanih aktivnosti. Zamijenili smo vrećice za rublje u sobama, uveli aparate za točenje vode, prešli na boce većeg volumena, prilagodili politiku jednokratnih papuča te poticali goste na smanjenje potrošnje plastike putem jasnih poruka i signalizacije unutar hotela.

Do kraja sezone 2026. naš je cilj dodatno smanjiti upotrebu jednokratnih plastičnih proizvoda za 20 %. Naš je cilj u sljedećoj sezoni u potpunosti eliminirati jednokratne plastične boce za vodu.

Kako bismo podržali ovu tranziciju, instalirat ćemo dodatnih 8 aparata za vodu te osigurati izdržljive, višekratne metalne boce za goste i zaposlenike.

Tijekom pripreme i same sezone posađene su različite vrste začinskog bilja u skladu s planom sadnje. Time se dodatno doprinosi bioraznolikosti otoka te stvara ugodnije okruženje za goste i zaposlenike.

Preporučena poboljšanja

U nadolazećoj sezoni planiramo dodatni značajan iskorak potpunim ukidanjem jednokratnih plastičnih boca za vodu, ugradnjom dodatnih osam aparata za točenje vode te uvođenjem trajnih, višekratnih metalnih boca. Također planiramo provesti detaljniju analizu radi identifikacije dodatnih mogućnosti zamjene jednokratne plastike u ostalim segmentima hotelskog poslovanja. Paralelno ćemo proširiti sadnju autohtonih mediteranskih biljnih vrsta s ciljem očuvanja i unaprijeđenja bioraznolikosti otoka.

Uključenost u lokalnu zajednicu

Hotel TUI BLUE Kalamota Island, smješten na otoku Koločepu, snažno naglašava suradnju s lokalnom zajednicom te aktivno doprinosi društvenom, kulturnom i okolišnom razvoju otoka. Naša predanost očituje se kroz kontinuiranu komunikaciju, zajedničke inicijative i dugoročnu podršku lokalnom stanovništvu i institucijama.

Ključna područja suradnje uključuju:

- Mjesečni sastanci zajednice: Hotel održava redovite mjesečne sastanke s predstavnicima lokalne zajednice radi rasprave o aktualnim potrebama, izazovima i prioritetima, čime se osigurava transparentna komunikacija i dugoročna suradnja.
- Sudjelovanje u lokalnim inicijativama:
 - o Humanitarni nogometni turnir (12. kolovoza 2025.)
 - o Akcije čišćenja plaža (1. lipnja i 19. rujna 2025.)
 - o Catering za blagdan Velike Gospe (15. kolovoza 2025.)
- Dijeljenje komposta: Hotel redovito osigurava kompost lokalnim kućanstvima, čime se potiče održiva poljoprivreda i svijest o zaštiti okoliša.
- Održavanje javnih površina: Zajedno s mještanima sudjelujemo u čišćenju, popravcima i održavanju ulica, plaža i drugih javnih prostora na otoku.
- Podrška lokalnim institucijama i udrugama:
 - o Donacija od 1.500 € za nova vrata lokalne crkve
 - o Podrška Dobrovoljnom vatrogasnom društvu Koločep
 - o Suradnja s udrugom „Deša“, Dubrovnik
- Podrška lokalnom gospodarstvu: Hotel iznajmljuje 87 kreveta od 16 lokalnih obitelji te surađuje s lokalnim proizvođačima i pružateljima usluga (OPG Matijević, „Galeb“ Boat Tours).
- Pomoć starijim stanovnicima: Tehničko osoblje, vrtlari i skladištari hotela redovito pomažu starijim mještanima u kućanskim poslovima i prijevozu.

Zaštita ljudskih prava u hotelu TUI BLUE Kalamota Island

U hotelu TUI BLUE Kalamota Island jednakost, integritet i poštovanje različitosti temeljne su vrijednosti radne kulture. U skladu s predanošću TUI Grupe zaštiti ljudskih prava, osiguravamo da svaki zaposlenik radi u sigurnom i poticajnom okruženju.

Tijekom 2025. godine provedene su sljedeće aktivnosti:

- DE&I edukacije
- TUI Big Picture prezentacije
- Edukacija o postupcima pritužbi
- Edukacija o ljudskim i dječjim pravima
- TUI Integrity Passport
- Kanali za prijavu za goste putem TUI aplikacije

Kontinuiranim ulaganjem u edukaciju i jasne mehanizme prijave osiguravamo sigurno, uključivo i podržavajuće radno okruženje.

Napredak u ostvarivanju ciljeva

Cilj: Smanjenje emisija stakleničkih plinova iz energije, vode i otpada za 20 % do 2030. godine.

Status: Kao što je prethodno navedeno, provedena je značajna obnova hotela s ciljem smanjenja potrošnje energije, vode i količine otpada. S navedenim promjenama nastaviti ćemo kako bismo ostvarili cilj do 2030. godine.

Cilj: Smanjenje nabave crvenog mesa za 8 % do kraja 2025. godine.

Status: Cilj je uspješno ostvaren i premašen. Pametnim prilagodbama jelovnika i ponudom atraktivnih alternativnih jela, nabava crvenog mesa smanjena je za više od 27 %, dok je potrošnja po noćenju gosta smanjena za gotovo 26 %. Ovaj rezultat smatramo snažnim iskorakom prema održivijim prehranbenim praksama. Nadovezujući se na ovaj uspjeh, naš cilj za nadolazeće razdoblje je dodatno smanjenje potrošnje crvenog mesa za 5 %.

Cilj: Smanjenje potrošnje vode za 8 % do kraja 2025. godine.

Status: Kao što je prikazano u prethodnim podacima, tijekom razdoblja 2024./25. ostvareno je smanjenje ukupne potrošnje vode od 14,6 %, što odgovara smanjenju od gotovo 12 % po noćenju gosta. Ovaj rezultat značajno nadmašuje početno postavljeni cilj.

Ostale preporuke

U 2026. godini hotel će dodatno integrirati održivost u svakodnevno poslovanje kroz ciljana tehnička unapređenja, optimizaciju operativnih procesa i snažniju suradnju s dionicima.

Ključni prioritet bit će jačanje suradnje s lokalnim dobavljačima, čime se osnažuje lanac opskrbe, podupire lokalna zajednica i potiču održivije prakse nabave.

Dodatne prioritetne aktivnosti za 2026. godinu uključuju:

- Optimizaciju korištenja hotelskih plovila radi poboljšanja učinkovitosti potrošnje goriva, s ciljem smanjenja potrošnje goriva i povezanih emisija CO₂ za 20 %
- Uvođenje digitalnih preventivnih kontrolnih listi za električnu opremu
- Razvoj studije izvedivosti za ponovnu uporabu pročišćene otpadne vode za navodnjavanje zelenih površina
- Procjenu elektrolitičkog sustava dezinfekcije bazena kao alternative kloriranju

Ove mjere zajedno čine strukturiran i dugoročno usmjeren pristup održivosti, koji se nadovezuje na već ostvarene rezultate i istodobno odgovara na prepoznata područja za poboljšanje. Njihova provedba omogućit će daljnje smanjenje potrošnje energije, emisija, potrošnje vode i uporabe kemikalija, uz dodatno jačanje predanosti hotela odgovornom poslovanju, suradnji s lokalnom zajednicom i kontinuiranom unapređenju ESG praksi.